



UNITED STATES MARINE CORPS
4TH MARINE REGIMENT
3D MARINE DIVISION, FMF
UNIT 35970
FPO AP 96389-5970

IN REPLY REFER TO

5830

CO

14 NOV 2022

SECOND ENDORSEMENT on (b) (3) (B), (b) (6) ltr 5830 ZCR dtd 1 Nov 22

From: Commanding Officer, 4th Marine Regiment
To: Commanding General, 3d Marine Division (CIG)

Subj: PRELIMINARY INQUIRY INTO THE FACTS AND CIRCUMSTANCES
SURROUNDING THE INSPECTOR GENERAL CASE ACTION MANAGER CASE
#36236

1. Readdressed, I concur with the Battalion Commander's recommendations.
2. No further investigation is required, I recommend this investigation be closed.

3. The point of contact for this matter is (b) (3) (B), (b) (6) at DSN (b) (3) (B), (b) (6)
(b) (3) (B), (b) (6) or email (b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)
[Redacted Signature]

Acting



UNITED STATES MARINE CORPS
FORWARD DEPLOYED BATTALION-EAST
1ST BATTALION 2D MARINES
3D MARINE DIVISION
UNIT 89004
FPO AP 96610-0400

IN REPLY REFER TO:
5830
CO
8 Nov 22

FIRST ENDORSEMENT on (b) (3) (B), (b) (6) ltr 5830 ZCR of 1 Nov 22

From: Commanding Officer
To: Files

Subj: PRELIMINARY INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING
THE INSPECTOR GENERAL CASE ACTION MANAGER CASE #36236

1. I have thoroughly reviewed this Preliminary Inquiry into the facts and circumstances surrounding the Inspector General Case Action Manager Case #36236. I approve the Inquiring Official's Summary of Findings and Opinions. (b) (3) (B), (b) (6) will be counseled by the command.

2. No further action or investigation into this matter is warranted.

3. The point of contact for this matter is the (b) (3) (B), (b) (6) who can be reached at DSN: (b) (3) (B), (b) (6) or emailed at (b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)



UNITED STATES MARINE CORPS
FORWARD DEPLOYED BATTALION-EAST
1ST BATTALION 2D MARINES
3D MARINE DIVISION
UNIT 39004
FPO, AP 96610-0400

IN REPLY REFER TO:
5830
ZCR
1 Nov 22

From: (b) (3) (B), (b) (6) /2300 USN
To: Commanding Officer, 1st Battalion, 2d Marines

Subj: PRELIMINARY INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING
THE INSPECTOR GENERAL CASE ACTION MANAGER CASE #36236

Ref: (a) JAGINST 5800.7G, Chapter II
(b) OPNAVINST 5354.1H Ch. 2-1

- Encl: (1) Appointing order
(2) General Case Action Manager Case #36236 letter
(3) Emails submitted in the original complaint between (b) (3) (B), (b) (6) USN, (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6) from 29-30 March 2022
(4) Emails submitted in the original complaint between (b) (3) (B), (b) (6) USN, (b) (3) (B), (b) (6) USN, (b) (3) (B), (b) (6) USN and (b) (3) (B), (b) (6) from 21 September 2022
(5) Personal Statement submitted by (b) (3) (B), (b) (6) of 22 Sep 2022
(6) Result of Interview of (b) (3) (B), (b) (6) USN of 29 Oct 2022
(7) Result of Interview of (b) (3) (B), (b) (6) USN of 29 Oct 2022
(8) Result of Interview of (b) (3) (B), (b) (6) USN 30 Oct 2022
(9) Result of Interview of (b) (3) (B), (b) (6) USN of 31 Oct 2022
(10) Result of Interview of (b) (3) (B), (b) (6) USN of 31 Oct 2022
(11) Result of Interview of (b) (3) (B), (b) (6) USN of 31 Oct 2022
(12) Result of Interview of (b) (3) (B), (b) (6) USN of 31 Oct 2022
(13) Result of Interview of (b) (3) (B), (b) (6) USN of 30-31 Oct 2022
(14) Result of Interview of (b) (3) (B), (b) (6) Civ of 31 Oct 2022

1. This reports completion of the preliminary inquiry conducted in accordance with reference (a) into the allegations of harassment in the case of (b) (3) (B), (b) (6) made by (b) (3) (B), (b) (6) I was appointed as the inquiring official for this Preliminary Inquiry on 31 October 2022 after the command received the formal Inspector General Case Action Manager Case #36236 complaint.

2. I interviewed both (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6) to gather an understanding of their working relationship, workflows as well as their separate descriptions of the issue. I interviewed the Leading Petty Officer as well as the Work Center Supervisor of the Battalion Aid Station (BAS) to gain knowledge of the completion process for Enlisted Advancement Worksheets (EAW) in efforts to gain understanding of the current workplace climate within the BAS. In addition, I interviewed four witnesses listed in the original complaint to acquire further contextual insight of the situation.

3. Materials reviewed:

a. Emails submitted in the original complaint between (b) (3) (B), (b) (6) (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6) from 29-30 March 2022.

b. Emails submitted in the original complaint between (b) (3) (B), (b) (6) (b) (3) (B), (b) (6) (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6) from 21 September 2022.

Subj: PRELIMINARY INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING
THE INSPECTOR GENERAL CASE ACTION MANAGER CASE #36236

4. Summary of findings:

a. In preparation for the March 2022 enlisted advancement exam, there were errors made in the EAW submission process by the BAS staff as well as communication breakdowns between the BAS staff and the Education Service Officer (ESO) office which contributed to the delay in processing of several sailors' EAWs. Errors included sailors misidentifying their eligibility classification, resubmission of EAWs with errors by BAS staff as well as nondescript feedback from the Personnel Specialist office. A similar issue occurred in preparation for the September 2022 advancement exam. On 29 March 2022 (b) (3) (B), (b) (6) sent the first email in question to (b) (3) (B), (b) (6) regarding EAW hitlists. On 30 March 2022, (b) (3) (B), (b) (6) sent a separate email to (b) (3) (B), (b) (6) asking to bypass (b) (3) (B), (b) (6). On 21 September 2022, (b) (3) (B), (b) (6) sent the third email in question regarding EAW issues. Emails included carbon copies to both chains of command.

5. Opinion:

a. It is my opinion that there were failures made by both the BAS staff as well as the ESO office that led to the incident in question. The BAS staff submitted EAWs with errors and did not submit EAWs in a timely manner to the ESO office. (b) (3) (B), (b) (6) failed to give specific feedback to sailors, causing several EAWs to be resent without proper corrections leading to a delay in submission.

b. Through talking with different witnesses as well as reviewing provided attachments, I believe that (b) (3) (B), (b) (6) did use unprofessional language towards (b) (3) (B), (b) (6). However I did not find any evidence of verbal or physical harassment against (b) (3) (B), (b) (6).

c. (b) (3) (B), (b) (6) has received unofficial verbal counseling from his superiors (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6).

6. Recommendation:

a. I recommend no further investigation into this matter.

b. I recommend verbal counseling with (b) (3) (B), (b) (6) to re-emphasize proper email etiquette and professionalism for (b) (3) (B), (b) (6).

c. I recommend future correspondence regarding personnel issues between the 1st Battalion, 2d Marines' BAS and 2d Marine Division Personnel Specialist Office be completed through (b) (3) (B), (b) (6) (b) (3) (B), (b) (6) 1st Battalion, 2d Marines and (b) (3) (B), (b) (6) G-1 Personnel Officer, II Marine Expeditionary Force which avoids direct communication between (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6).

7. The point of contact for this matter is (b) (3) (B), (b) (6) at DSN: (b) (3) (B), (b) (6) or (b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)



UNITED STATES MARINE CORPS
FORWARD DEPLOYED BATTALION-EAST
1ST BATTALION 2D MARINES
3D MARINE DIVISION
UNIT 89004
FPO, AP 96610-0400

IN REPLY REFER TO:
5830
CO
31 Oct 22

From: Commanding Officer

To: (b) (3) (B), (b) (6) /2300 USN

Subj: PRELIMINARY INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING
THE INSPECTOR GENERAL CASE ACTION MANAGER CASE #36236

Ref: (a) JAGINST 5800.7G, Chapter II

1. Per reference (a), this Preliminary Inquiry is convened to investigate all of the facts and circumstances surrounding the Inspector General Case Action Manager Case #36236.

2. This letter appoints you to investigate all of the facts and circumstances surrounding this complaint, including the cause, any fault, neglect, or responsibility therefore. Make a recommendation as to the necessity of further investigation and any corrective action required by this Command. Report your findings to me in letter form no later than 3 November 2022, unless an extension of time is granted. If you have not previously done so, read Chapter II of reference (a) in its entirety before beginning your investigation.

3. You have 3 calendar days from the date of this letter to complete your investigation and this is your primary duty. You are directed to seek legal advice from the Staff Judge Advocate, 3d Marine Division prior to commencing your investigation.

4. The point of contact for this matter is the Battalion Adjutant, (b) (3) (B), (b) (6) at DSN:
(b) (3) (B), (b) (6) or (b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

Copy to:
IO

ENCLOSURE (31)



UNITED STATES MARINE CORPS
3D MARINE DIVISION, FMF
III MARINE EXPEDITIONARY FORCE
UNIT 35801
FPO AP 96382-5801

IN REPLY REFER TO
5000
CIG
26 Oct 22

From: Commanding General, 3d Marine Division (CIG)
To: Commanding Officer, 4th Marine Regiment

Subj: INSPECTOR GENERAL CASE ACTION MANAGER CASE #36236

Ref: (a) MCO 5430.1A
(b) MCO 5370.8A

Encl: (1) Hotline Complaint received by 2d Marine Division on 18 October 22

1. In accordance with the references, the enclosure is forwarded to your command for information. The issues in the enclosure warrants command attention. Investigative merit determination lies with your command, as you have cognizance over the matters identified.
2. Provide a command response to the enclosure: The Complainant identifies (b) (3) (B), (b) (6) (b) (3) (B), (b) (6) as a subject. The Complainant alleges that he created a hostile work environment. Please address the complaints attached in the enclosure.
3. The Complainant's point of contact information is in Enclosure 1.
4. If at any time there is an emergent allegation of Fraud, Waste, Abuse of Authority, or Mismanagement, contact this office immediately. Emergent allegations shall be addressed in accordance with references (a) and (b).
5. Regardless of the action taken by the Command, within 30 calendar days from the date of this letter, submit a command response that contains a summary of the complaint, actions taken by the command, and the disposition of those actions. Include the Preliminary Inquiry or Command Investigation, if applicable, as an enclosure to the response.
6. Please acknowledge receipt of this correspondence via the following email address: 3dMARDIVIGHotline@usmc.mil
7. The point of contact for inquiries related to this matter is (b) (3) (B), (b) (6) at DSN: (b) (3) (B), (b) (6)

ENCLOSURE 320

Subj: INSPECTOR GENERAL CASE ACTION MANAGER CASE #36236

10/26/2022

X (b) (3) (B), (b) (6)

By direction

Signed by: (b) (3) (B), (b) (6) (b) (3) (B), (b) (6)

ENCLOSURE (2)

ENCLOSURE (2)

Original Complaint Summary View - 6919

Complaint Overview

Date Submitted	Nature	Start Date	End Date
Oct 18, 2022	Harassment, Discrimination and/or Hostile Work Environment	Jan 1, 2022	Sep 22, 2022

Complaint Description

Please see letter attached DODID Harrasment Statment

Complainant Information

Name	Address #	Apt #, PO Box	APO /FPO	City	State	Zip Code	Country	Phone	Email
(b) (3) (B), (b) (6)	(b) (3) (B), (b) (6)	(b) (3) (B), (b) (6)		CAMP LEJEUNE	NC	(b) (3) (B), (b) (6)		(b) (3) (B), (b) (6)	(b) (3) (B), (b) (6)
Is the complainant anonymous	Does the complainant request confidentiality	Is the complainant willing to be interviewed	Preferred Contact Method	Service	Title /Grade /Rank	Military Status	Organization	Relationship to Complainant	
No	No	Yes	Phone	Navy	PO1	Active Duty	HQBN 2d MARDIV ATTN: DSO	None provided	

Subjects

Name	Service	Rank /Grade	Duty Position	Unit /Organization	Email	Phone	Other Contact
1BN 2REG 2D MARDIV (b) (3) (B), (b) (6)	Navy	(b) (3) (B)	(b) (3) (B), (b) (6)	2d MarDiv	(b) (3) (B), (b) (6)		

Witnesses

Name	Service	Rank /Grade	Duty Position	Unit/Organization	Email	Phone	Other Contact
2D REG. 2D MARDIV (b) (3) (B), (b) (6)	Navy	(b) (3) (B)	LPO	2d MarDiv	(b) (3) (B), (b) (6)	(b) (3) (B), (b) (6)	
2MEF (b) (3) (B), (b) (6)	Navy	(b) (3) (B)	G1 PERS OFFICER	II MEF	(b) (3) (B), (b) (6)	(b) (3) (B), (b) (6)	
(b) (3) (B), (b) (6)	Non-US Military	(b) (3) (B)	EDUCATION SERVICE OFFICER	MCI-East/MCB Camp Lejeune	(b) (3) (B), (b) (6)	(b) (3) (B), (b) (6)	
(b) (3) (B), (b) (6)	Navy	(b) (3) (B)	LPO			(b) (3) (B), (b) (6)	
HORN 2D MARDIV (b) (3) (B), (b) (6)	Navy	(b) (3) (B), (b) (6)	SEL	2d MarDiv	(b) (3) (B), (b) (6)	(b) (3) (B), (b) (6)	

Complaint Detail

Date	Location	Attempted to Self-Resolve	Violations	Cause of Incident	Ongoing Investigations	Complainant's Resolution Request
Not Specified	Via Email and Phone Conversations also indirectly via LCPO	Yes - Requested that my direct leadership engage - from what I was told conversations were had however any chance that the Chief had to be disrespectful he took the chance. My direct leadership as well as the ISIC (II MEF - (b) (3) (B), (b) (6)) was requested to assist	Not Specified	Lack of knowledge of Navy Systems and a sense of entitlement because he is senior in rank to me and a false understanding of my billet and responsibility as a administrator.	Submitted a DoDIG complaint; but was recommended to submit it via IGMC	To ensure that this Chief does not communicate with me by any means. If he needs anything within my responsibility of preview he should direct all request via the SEL or LCPO.

Additional Parties Contacted Regarding Complaint

Start

ENCLOSURE (2)

Type	Name	Rank /Grade	Duty Position	Unit /Organization	Congressional Office	Media Organization	Date Contacted	End Date Contacted	Date(s) Estimated	Em
myChainOfCommand	(b) (3) (B), (b) (6)	(b) (3)	(b) (3) (B), (b) (6)	2d MarDiv			Jan 1, 2022	Sep 22, 2022	no	(b) (3) (B), (b) (6)
DoD	Submitted a hotline complaint								no	

Supporting Files

Name	Size
DODID HARRASMENT STATEMENT.pdf	239.21 Kb
Email 2.pdf	148.30 Kb
Email 3.pdf	142.74 Kb

ENCLOSURE (12)

Paoa PO1 Glenn K

From: (b) (3) (B), (b) (6) (b) (3) (B), (b) (6)
Sent: Wednesday, March 30, 2022 6:27 PM
To: (b) (3) (B), (b) (6) CIV USN CHNAVPERS MIL TN (USA)
Cc: (b) (3) (B), (b) (6) (b) (3) (B), (b) (6) USN USMC WWR (USA); (b) (3) (B), (b) (6)
(b) (3) (B), (b) (6) (b) (3) (B), (b) (6) (b) (3) (B), (b) (6)
Subject: RE: EAW
Signed By: (b) (3) (B), (b) (6)

(b) (3) (B), (b) (6)

I understand that part of the process, I will press the issue with the sailor again, my agitation however, came from the lengthy conversations between myself, (b) (3) (B), (b) (6) and my first classes and (b) (3) (B), (b) (6). It seems as though my messages are not getting through to him for example the issue with (b) (3) (B), (b) (6) and several others. What I am being told by the sailors is that they are closing out or signing or sending the information back to (b) (3) (B), (b) (6) and it is not being processed or their emails are ignored or he kicks it back without explanation. This is why I have resigned myself to speak with either you directly or (b) (3) (B), (b) (6) directly as this seems to be the only way I am able to get anything accomplished for my sailors. I do appreciate your support and assistance and your willingness to communicate with me regarding issues with my sailors. I understand that (b) (3) (B), (b) (6) is dealing with the whole division but (b) (3) (B), (b) (6) was dealing also with the whole division and I do not recall near this many issues with the process when he had it as a collateral duty. If there are any other issues with sailors from V12 please let me know I am very invested in making sure that these sailors EAW's and PMKEE's are completed properly and in a timely fashion. Thank you again for all of your assistance.

Please be aware that I am in AZ for the next month and some change, I have a limited access and a 3 hour time difference. I apologize for any delay in addressing or responding to emails.

V/R

(b) (3) (B), (b) (6)

-----Original Message-----

From: (b) (3) (B), (b) (6) USN CHNAVPERS MIL TN (USA) (b) (3) (B), (b) (6)
Sent: Tuesday, March 29, 2022 3:17 PM
To: (b) (3) (B), (b) (6) (b) (3) (B), (b) (6)
Cc: (b) (3) (B), (b) (6) (b) (3) (B), (b) (6) (b) (3) (B), (b) (6) USN USMC WWR (USA)
<(b) (3) (B), (b) (6); (b) (3) (B), (b) (6); (b) (3) (B), (b) (6); (b) (3) (B), (b) (6)>
(b) (3) (B), (b) (6) USN CHNAVPERS MIL TN (USA) (b) (3) (B), (b) (6); (b) (3) (B), (b) (6) (b) (3) (B), (b) (6)
(b) (3) (B), (b) (6) (b) (3) (B), (b) (6)
Subject: RE: EAW

Chief,

All EAWs, regardless if promotion/advancement occurred, need to be certified/routed back to Command ESO, and finally route to us to close out/finalize. Thank you for your attention to this matter.

Respectfully,

(b) (3) (B), (b) (6)

Educational Service Officer (ESO)
Marine Corps Base (MCB) Camp Lejeune
Bldg. FC-306, Gonzalez Blvd.
Room #229

ENCLOSURE 3 20

Camp Lejeune, NC 28542-0167

Phone: Com: (b) (3) (B), (b) (6)

Email: (b) (3) (B), (b) (6)

ESO MCB Camp Lejeune strives to provide you with the best service possible, and your feedback is important to us. Please take a moment to share your thoughts and opinions about the quality of service you received by visiting our Interactive Customer Evaluation. Please click the following link to submit a Customer Feedback form.
http://ice.disa.mil/index.cfm?fa=card&site_id=822&service_provider_id=110729

Sign-up for, and create, your Self-Service Electronic Service Record (ESR) account here:

https://nsipsweb.nmci.navy.mil/psc/NEDB_SAAAR/EMPLOYEE/HRMS/c/N_ERM_SAAAR_MNU.N_SELF_SERVE_PG.GBL

View your Self-Service Electronic Service Record (ESR) here:

<https://nsipsweb.nmci.navy.mil/psp/NEDB/EMPLOYEE/HRMS/?cmd=login>

-----Original Message-----

From: (b) (3) (B), (b) (6)

Sent: Tuesday, March 29, 2022 3:11 PM

To: (b) (3) (B), (b) (6)

Cc: (b) (3) (B), (b) (6); (b) (3) (B), (b) (6) USN USMC WWR (USA)

(b) (3) (B), (b) (6); (b) (3) (B), (b) (6); (b) (3) (B), (b) (6)

(b) (3) CIV USN CHNAVPER MIL TN (USA) <(b) (3) (B), (b) (6)>; (b) (3) (B), (b) (6) <(b) (3) (B), (b) (6)>

Subject: RE: EAW

Good Afternoon Chief,

The member is still required to close out his EAW. He will continue to reflect on the report until the member has closed it out due to his promotion. The report is self-automated and information that is pulled is directly from EAW. In previous emails and communication with Sailor I have indicated that I am not able to close out a EAW without the member doing his or her part. I will see if Mrs. Giampa is able to assist with this - thank you.

R/S

(b) (3) (B) (FMF/SW) (b) (3) (B), (b) (6) USN

2D Marine Division Navy Pay and Personnel Leading Petty Officer

Asst EFMFWS Program Manager

Division Surgeon Office (DSO)

☎ Work (b) (3) (B), (b) (6)

DOD Sexual Assault 24/7 Safe Helpline: 1-877-995-5247

Text for Local Resources: 55-247

Text OCONUS: 001-202-470-5546

www.SafeHelpline.org <<http://www.SafeHelpline.org>>

"Now this is the Law of the Jungle - as old and as true as the sky; And the Wolf that shall keep it may prosper, but the Wolf that shall break it must die. As the creeper that girdles the tree-trunk the Law runneth forward and back - For the strength of the Pack is the Wolf, and the strength of the Wolf is the Pack." - Rudyard Kipling, Second Jungle Book

✉ (b) (3) (B), (b) (6)

✉ (b) (3) (B), (b) (6)

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-----Original Message-----

From: (b) (3) (B), (b) (6)

Sent: Tuesday, March 29, 2022 2:16 PM

To: (b) (3) (B), (b) (6)

Cc: (b) (3) (B), (b) (6); (b) (3) (B), (b) (6) USN USMC WWR (USA)

<(b) (3) (B), (b) (6)>; (b) (3) (B), (b) (6) >

Subject: EAW

(b) (3) (B), (b) (6)

For the fourth (4th) time, Take (b) (3) (B), (b) (6) off the dammed hit list for eaw he advanced to third class. Every time you send out a hit list its wrong, and out of date you really need to check your information before blasting every chief on this base to the rest of the leadership on Lejeune. I have corresponded with you more times than I really care to admit regarding the sailors of V12 and their EAW, exams and evals yet they still show up on your hit lists that you send out to god and country it is far beyond annoying. This is the las time I will ask you to verify your hit lists before blasting them out and making yourself look foolish. If I get one more hit list with names of sailors I have already adjusted I am going to bypass you and go directly to Senior Buckley for assistance and have her help you do the job.

R/

(b) (3) (B), (b) (6)

ENCLOSURE (3)

(b) (3) (B), (b) (6)

From: (b) (3) (B), (b) (6)
Sent: Wednesday, September 21, 2022 7:55 PM
To: (b) (3) (B), (b) (6); (b) (3) (B), (b) (6); (b) (3) (B), (b) (6); (b) (3) (B), (b) (6)
(b) (3) (B) USN USMC 2ND CEB BN (USA)
Cc: (b) (3) (B), (b) (6); (b) (3) (B), (b) (6); (b) (3) (B), (b) (6)
(b) (3) (B) USN USMC WWR (USA); (b) (3) (B), (b) (6) CIV USN CHNAVPERS MIL TN (USA);
(b) (3) (B), (b) (6) CTR (USA); (b) (3) (B), (b) (6); (b) (3) (B), (b) (6)
2MarDivNavyPayPers; (b) (3) (B), (b) (6)
Subject: RE: CUI: ADMIN CHANGE REQUEST ICO (b) (3) (B), (b) (6) AND (b) (3) (B), (b) (6)

PS1,

Why is this still an issue, you even came to my battalion and sat with each Sailor. Both of the Sailors included below have had their proper paperwork and both have been partied to this entire process, both even sat with you when you were at the battalion. For me to STILL have these problems is infuriating. Now I have to go through and have my command sign letters for a process that was supposed to have been complete months ago, one that I was personally assured by you in person, was completed and correct. Thank god I had them pull their EAW's again before issuing the exams this Friday to discover any further hiccups.

If (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6) would kindly ensure that the process is expedited I would greatly appreciate it. I still have 18 sailors on operations right now that will be pulling their EAW this Friday (Okinawa time) if further issues similar to this exist I will route the paper work and have it back to all parties involved for expeditious processing. I apologize for again wasting everyone else's time with EAW complications and "reply all" email.

I am scheduled to issue the substitute exam this Friday 23 September at 0700 on Camp Schwab.

If anyone has questions or concerns please reach out to me I am happy to answer questions or assist in any way possible. I will be sending the command endorsed letter of corrections to (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6) unless anyone else in the addressee line would like to be included. Thank you.

V/R

HMC(FMF/EXW) (b) (3) (B), (b) (6)
1st BN 2d Marines LCPO

-----Original Message-----

From: (b) (3) (B), (b) (6) <(b) (3) (B), (b) (6)>
Sent: Wednesday, September 21, 2022 11:46 PM
To: (b) (3) (B), (b) (6) <(b) (3) (B), (b) (6)>; (b) (3) (B), (b) (6) <(b) (3) (B), (b) (6)>; Howlett, (b) (3) (B), (b) (6) USN USMC 2ND CEB BN (USA <(b) (3) (B), (b) (6)>
Cc: (b) (3) (B), (b) (6) <(b) (3) (B), (b) (6)>; (b) (3) (B), (b) (6) <(b) (3) (B), (b) (6)>; (b) (3) (B), (b) (6) CPO USN USMC WWR (USA) <(b) (3) (B), (b) (6)>; (b) (3) (B), (b) (6) <(b) (3) (B), (b) (6)>; (b) (3) (B), (b) (6) CIV USN CHNAVPERS MIL TN (USA) <(b) (3) (B), (b) (6)>; (b) (3) (B), (b) (6) (USA) <(b) (3) (B), (b) (6)>;

(b) (3) (B), (b) (6) : (b) (3) (B), (b) (6) <(b) (3) (B), (b) (6)>; 2MarDivNavyPayPers
<2MarDivNavyPayPers@usmc.mil>; (b) (3) (B), (b) (6) <(b) (3) (B), (b) (6)>
Subject: CUI: ADMIN CHANGE REQUEST ICO (b) (3) (B), (b) (6) AND (b) (3) (B), (b) (6)

HM1,

I was not able to find (b) (3) (B), (b) (6) email address in global - could you please forward accordingly. I received a message this morning on signal requesting assistance on closed out EAW's.

After verifying in EAW (b) (3) (B), (b) (6) remarked "not eligible"; I reviewed his comment and routed accordingly. EAW was then forwarded to the regional ESO and closed by NETPDC. (b) (3) (B), (b) (6) did not access/route his EAW, the members EAW was closed by NETPDC.

For both Sailors (separately) must have the Commanding Officers endorsement with explanation on why the EAW needs to be re-opened and allow these Sailors to be eligible to participate in the NWAE CY 256. This request will be done in the similar format as a Correction Letter. Once completed the member will then go into their NSIPS and request to create a post examination correction, upload the correspondence and route to AESO.

Once it is routed it will go directly to me and I will process it. Please let me know if there is anything else that is needed. Thank you.

R/S

(b) (3) (B), (b) (6) FMF/SW) (b) (3) (B), (b) (6) USN

2D Marine Division Navy Pay and Personnel Department LPO

Asst Education Service Officer (AESO)

Division Surgeon Office (DSO)

✉ 2MarDivNavyPayPers@usmc.mil

📞 Work (b) (3) (B), (b) (6)

DOD Sexual Assault 24/7 Safe Helpline: 1-877-995-5247

Text for Local Resources: 55-247

Text OCONUS: 001-202-470-5546

www.SafeHelpline.org <<http://www.SafeHelpline.org>>

"Now this is the Law of the Jungle - as old and as true as the sky; And the Wolf that shall keep it may prosper, but the Wolf that shall break it must die. As the creeper that girdles the tree-trunk the Law runneth forward and back - For the strength of the Pack is the Wolf, and the strength of the Wolf is the Pack." - Rudyard Kipling, Second Jungle Book

✉ (b) (3) (B), (b) (6)

✉ (b) (3) (B), (b) (6)

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ENCLOSURE 145

22 Sep 2022

To: DoDIG Respondent

From: (b) (3) (B), (b) (6) FMF/SW (b) (3) (B), (b) (6) USN

Subj: COMPLAINT OF ABUSIVE BEHAVIORS TOWARD JUNIOR PERSONNEL BY (b) (3) (B), (b) (6) (b) (3) (B), (b) (6) USN

To whom it may concern,

I am requesting assistance from the Department of Defense Inspector General Office as my request for assistance has fallen seriously short by my immediate leadership at 2^d Marine Division (Navy Leadership); from my vantage point.

(b) (3) (B), (b) (6) has continually berated and disrespected me as a Petty Officer, United States Navy Sailor and Professional on many occasions; for processes which failed on part of his leadership ability and capabilities to the Sailors under his charge; which he and his leadership staff (Leading Petty Officer, Command Pay and Personnel Administrator, Command Development Team Member and others who hold leadership billets) in the BAS should be over.

These issues and concerns have been voice to my immediate leadership as well as leadership at a higher echelon. Concerns have been brought up on many accounts to my Leading Chief Petty Officer, Senior Enlisted Leader as well as the Immediate Superior in Command PS; and assured conversations were had to correct this behavior; yet nothing has changed for me. The Chiefs behaviors continues to go unchecked and unchanged causing the work environment to become toxic and hostile to work in. His negative actions continually effect my mental health, morale and physical well-being. He responds with zero regard to any of his negative actions or behaviors; refuses to admit or apologize to his wrongs and at any given chance will attack me when he feels he can without any repercussions.

I have been belittled, berated, disrespected, lied on, harassed and competence in my rating or job challenged by someone who doesn't know my rate or my job – but because he is a Chief he feels he can. I have been disrespected by this Chief on many accounts, in person, via email and phone conversations; and my immediate leadership continues to allow this to happen.

When he; (b) (3) (B), (b) (6) fails to lead his Sailors properly in regards to pay, personnel and education (Navy Advancement) I am his first-line punching bag to assault, berate and belittle in front of an audience of superiors; peers and subordinates (see attached emails).

I have never been disrespected in such a manner by someone in a leadership role who refuses to take accountability for his actions or the lack of, his subordinates, or the lack of action taken by them. When his Sailors fail to complete and comply with Navy wide requirements (Pay and Personnel), he blames me; belittles me, disrespects me, has yelled at me - he refuses to or doesn't take accountability for the lacking within his professional lacking, lacking within his unit, the lacking within the leaders appointed in

ENCLOSURE 358

his unit; the lacking from the supervisors he has put into leadership roles within his unit; which are charged to lead within his unit - however it is my fault and I am not one of his Sailors within his unit.

He is condescending and rude! He continually speaks down to me as if it is his personal right and professional privilege allowing him to do so; which is not in keeping with the Department of the Navy's Core Values or as a Leader and Professional.

Today was the absolute last and final time I will take this abuse and harassment from him or allow my immediate chain of command to allow him to continue these hurtful practices toward me or anyone else in and out of uniform. Today he blames me for his Sailors inadequacies and lacking; his Sailors not completing their requirements for advancement and blames me and I am sick and tired of it.

Information was sent out this July along with guidelines for processing weekly; with established timelines. His Sailors failed to comply with these directives and instructions and he blames me. Where is his accountability? What is the unit's role in being accountable for their personnel?

I have gone out of my way and extend assistance to help his Sailors, so that I could avoid this type or abuse; yet that was not good enough. I went above and beyond because his staff was not able to comply with standard Navy guidance, yet my competency and ability is questioned! I have done everything in my power and capabilities save it but doing the work for each Sailor individually to avoid future conflict; yet when his Sailors fail I am to blame and become his personal punching bag to abuse at his pleasure.

He is responsible for 60 or so Sailors with 4 or so Petty Officer First Classes; who between them could not successfully complete the unit personnel advancement worksheet for 30 or so test eligible Sailors, verifying the time in rate dates for each test eligible Sailor and give proper information to me in the ordering of examinations and creating worksheets for potential candidates to test, yet it becomes my failure, my issue and my problem and I become his personal target to beat on.

The Chief is now upset and in his own words in an email today disrespecting me with a large audience to observe "is infuriating" because he has to speak to his Commanding Officer because of his Sailors lack of ability and attention to detail, his Sailors failure and ability to comply with orders, directives and instructions – which was made available 2-3 times a week, beginning as early as July 7 2022 till Sep 15th 2022.

I have spoken to my LCPO (Leading Chief Petty Officer) (b) (3) (B), (b) (6) and voiced my concerns before the Cycle 256 exam because of my previous interactions with him months prior – I have consulted with the higher Command Leadership requesting guidance to properly assist Sailors under my charge (580 Perspective Test Eligible Sailors), to provide the best service possible and was 100% transparent with the process and progress of the examination cycle – yet that was not good enough or sufficient for this Chief.

I have spoken to my Senior Enlisted Leader and voiced my concern and nothing has been done to date to correct his actions and behaviors. (b) (3) (B), (b) (6) continues to walk around bullying and disrespecting me, berating me, harassing me, and blaming me for his and his Navy unit leader's inadequacies and being allowed to do it in front of his peer group, subordinates and civilian members whenever he has a chance to do – is this the qualities of a Navy Chief Petty Officer? Is this how Senior Non-Commissioned Officer serve and lead? I have over 18 years of faithful and good service, I have supported over 10 Deployments, National and International Exercises to include 7 Combat Deployments and received

ENCLOSURE 153

accolades and personal awards and achievements to reflect my abilities, capabilities and sacrifice to my Nation and Service and between all of that, being a survivor and this; I have never been treated in this manner by a leader and having other leaders allowing him to do these things.

I feel like my immediate leadership has literally abandoned me and continually allows me to be assaulted (verbally, mentally and emotionally) by this Chief; I am tired of this abuse. I have requested interventions at various internal and external levels but nothing has been done to correct this behavior.

I am asking for help and assistance; I do not feel like any Sailor or Marine should be allowed to be treated in such a manner by a Leader, Uniform Service Member or a Medical Professional; no Service Member should be allowed to experience this or these behavior by him or any anyone else.

Since nothing has been done to effectively correct this deficiency by my leadership, his leadership or any leadership; and this behavior is being allowed to continue openly, I am requesting that this Chief be ordered to have a no contact order in place with me; I am not going to allow this harassment to continue. Thank you for your time

Very Respectfully

(b) (6) (FMF/SW) (b) (3) (B), (b) (6)

ENCLOSURE (35)

"I, (b) (3) (B), (b) (6) make the following free and voluntary statement to (b) (3) (B), (b) (6) whom I know to be the preliminary officer. I make this statement of my own free will and without any threats or promises extended to me." - Verbal acknowledgement given.

Article 31 Rights read to and agreed upon prior to interview.

How would you describe the working environment within the BAS?

The working environment within the BAS is fast paced and proficient due to the long pre-deployment workup and current deployment operations. We have the most Sailors in a Battalion in 2d Marine Division which allows for many things to be accomplished.

Have you ever witnessed (b) (3) (B), (b) (6) use language or make actions that you thought may be harassment?

No

Can you provide your insight into the EAW process and specifically the issue that occurred earlier this year

Yes, I believe the specific instance was the week of 22Sep22. We had all the Sailors print out their EAWs to verify they were completed prior to taking the late exam in Okinawa, Japan. I noticed (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6) were "ineligible" to take the exam, so we interviewed each Sailor as to why they were ineligible. In July 2022, when (b) (3) (B), (b) (6) came to the Battalion to assist the Sailors in their completion of their EAW's, there was a miscommunication between (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6). (b) (3) (B), (b) (6) asked (b) (3) (B), (b) (6) if he had just picked up rank and (b) (3) (B), (b) (6) not understanding responded Yes. (b) (3) (B), (b) (6) advanced off the Fall 2021 exam and was promoted late due to an exam discrepancy. (b) (3) (B), (b) (6) gave him the guidance to upload his frocking letter and selected exam profile sheet to his EAW and he would close it out. This would have been the correct thing for (b) (3) (B), (b) (6) to do if he promoted off the March 2022 exam. It was a simple miscommunication between the two parties. In the instance of (b) (3) (B), (b) (6) he claimed that he was never

ENCLOSURE (6)

able to upload his supporting documents into his EAW. In July at the Battalion, he claims he mentioned this to (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6) claims he emailed (b) (3) (B), (b) (6) to unlock his EAW, so he could do his part. Once realizing the situation, I reached out to (b) (3) (B), (b) (6) on the Signal app asking how I can go about fixing their EAW's so they could take part in the Navy Wide Advancement Exam. He told me what to do and we worked with the Sailors to upload their documents and discrepancy letter from the Commanding Officer. I do know that (b) (3) (B), (b) (6) had emailed (b) (3) (B), (b) (6) but did not know the content of the email. (b) (3) (B), (b) (6) said he was asked to not communicate to (b) (3) (B), (b) (6) anymore by (b) (3) (B), (b) (6). To my understanding, (b) (3) (B), (b) (6) has not communicated, verbally or written, with (b) (3) (B), (b) (6) since the request was made.

ENCLOSURE (6)

DEPARTMENT OF THE NAVY

VOLUNTARY STATEMENT

1. PLACE
Via Telephone

2. DATE
29OC2022

"I, (b) (3) (B), (b) (6) make the following free and voluntary statement to (b) (3) (B), (b) (6) whom I know to be the preliminary officer. I make this statement of my own free will and without any threats or promises extended to me." - Verbal acknowledgement given.

Article 31 Rights read to and agreed upon prior to interview. Answers summarized when needed and read back to interviewee for confirmation.

How would you describe the working environment within the BAS?

"Described as functioning and professional."

Have you ever witnessed (b) (3) (B), (b) (6) use language or make actions that you thought may be harassment?

"No"

Can you provide your insight into the EAW issue that occurred earlier this year

There was a combination of issues with sailors not completing their EAW on time due to operations and with the Education Service Officer (ESO) (b) (3) (B), (b) (6) not completing in a timely manner or with completed EAW's being returned mistakenly causing significant delays. Our BAS leadership had to contact the ESO's leadership to ultimately resolve the issue. This ultimately did not have a significant impact on the sailors but caused significant frustration between the two parties.

Is there anything else you would like to add?

"No sir"

ENCLOSURE (37)

DEPARTMENT OF THE NAVY

VOLUNTARY STATEMENT

1. PLACE
Camp Schwab Okinawa, Japan

2. DATE
30OC2022

Summarized from conversation with (b) (3) (B), (b) (6) Senior Enlisted Leader, 1ST Battalion, 2D Marine Regiment. Article 31 rights reviewed.

In review of relationship, (b) (3) (B), (b) (6) states that he and POI Paoa have a working relationship in which they work together often regarding personnel issues such as education, advancement and pay. (b) (3) (B), (b) (6) describes the typical process for completing Enlisted advancement worksheets (EAWs) as: 1. Individual sailor completes online paperwork. 2. Send discrepancies to PS Office for action. 3. PS reviews and sends back discrepancies and errors for sailor to act on. This process is then repeated until worksheets are marked as completed by Education Service Officer (ESO) and must be completed prior to sailor(s) taking their advancement exams. (b) (3) (B), (b) (6) states that his frustration with the situation in question came from a delay in the process due to (b) (3) (B), (b) (6) not returning EAWs with errors in a timely manner and/or not identifying errors. (b) (3) (B), (b) (6) mentions that the issue was brought back up in September due to two sailors with errors without resolution.

He states that he has attempted to reach out to (b) (3) (B), (b) (6) to attempt fix these issues directly, but was told that process must go through (b) (3) (B), (b) (6)

When questioned whether he has had problems with (b) (3) (B), (b) (6) previously, (b) (3) (B), (b) (6) states that he has had issues since his time checking in in Oct 2019. (b) (3) (B), (b) (6) states that they have no relationship outside of that at work.

(b) (3) (B), (b) (6) states that he has received verbal counseling from (b) (3) (B), (b) (6) and (b) (3) (B), (b) (6) regarding his language within the mentioned emails

ENCLOSURE (30)

DEPARTMENT OF THE NAVY

VOLUNTARY STATEMENT

1. PLACE
Via Telephone

2. DATE
31OC2022

Summarized from phone conversation with (b) (3) (B), (b) (6), G1 PERS Officer, 2MEF.

(b) (3) (B), (b) (6) remembered the issue with v1/2 EAWs as well as the email chains in question. (b) (3) (B), (b) (6) was made aware of the emails from receiving a separate email from (b) (3) (B), (b) (6) (Education Service Officer MCI-East) who was alarmed by the "rude" emails. (b) (3) (B), (b) (6) describes the emails as disrespectful but not as harassment. She added that in her opinion, (b) (3) (B), (b) (6) would not send same wording to someone of higher rank.

(b) (3) (B), (b) (6) confirmed that she contacted (b) (3) (B), (b) (6) to correct situation and comment on his professionalism. (b) (3) (B), (b) (6) stated that she asked him not to contact (b) (3) (B), (b) (6) directly and to address any personnel questions with her directly

(b) (3) (B), (b) (6) does not recall any recent issues regarding these two personnel.

ENCLOSURE (91)

DEPARTMENT OF THE NAVY

VOLUNTARY STATEMENT

1. PLACE
Via Telephone

2. DATE
31OC2022

Summarized from phone conversation with (b) (3) (B), (b) (6), Senior Enlisted Leader, HQBN 2D MARDIV.

(b) (3) (B), (b) (6) remembers the emails to be "unprofessional and not how you speak to other humans" but did not see it as harassment. Member stated that he had already addressed the issue with (b) (3) (B), (b) (6) and his chain of command (b) (3) (B), (b) (6).

(b) (3) (B), (b) (6) mentioned that moving forward, PS issues can be completed using the other PS2s and Chief within the Personnel Specialist Office.

ENCLOSURE 3101

DEPARTMENT OF THE NAVY

VOLUNTARY STATEMENT

1. PLACE
Via Telephone

2. DATE
31OC2022

Summarized: (b) (3) (B), (b) (6) who at the time of the incident was the Leading Petty Officer of II Reg and was in the middle of checking out of the command and does not remember many of the details regarding this situation.

(b) (3) (B), (b) (6) remembers sending many emails to commands with hitlists and reminders of deadlines for completion of EAWs for the March 2022 exam cycle and that many of the v1/2 sailors had not completed the PMKEE which caused an issue with completing EAWs.

Member stated that having worked with (b) (3) (B), (b) (6) previously, he can make a comment on his character and with what it is like to work with him. (b) (3) (B), (b) (6) then stated that (b) (3) (B), (b) (6) can come off as "abrasive, unprofessional, derogatory and combative. Especially with those of lower rank."

When questioned if he had ever been witness to harassment from (b) (3) (B), (b) (6) (b) (3) (B), (b) (6) stated that he "honestly do not remember".

ENCLOSURE (11-5)

DEPARTMENT OF THE NAVY

VOLUNTARY STATEMENT

1. PLACE
Telephone

2. DATE
31OC2022

Summarized from conversation with (b) (3) (B), (b) (6) Education Service Officer, 2D MARDIV. Article 31 rights reviewed.

When asked: "Is there anything you want to add to what you have submitted?" (b) (3) (B), (b) (6) initially stated that he did not. However, he then mentioned that he just wants the disrespect to stop.

(b) (3) (B), (b) (6) was asked about the EAW process and the workflow. His explanation: 1. The Education Service Officer (ESO) releases rosters for enlisted sailors who will be taking the upcoming exam. 2. The unit commands are responsible for "scrubbing" rosters for all unelidable sailors. 3. All eligible sailors are then required to upload a copy of any updated evaluations, awards, and PMKEE with ESO office for review. 4. ESO office reviews each EAW for errors; if there are errors, the worksheets are sent back. If there are no errors, the worksheets are certified and sent to the higher level ESO as well as to the sailor for signature. (b) (3) (B), (b) (6) mentioned that it was this process that v1/2 BAS had problems with, and which lead to delays.

(b) (3) (B), (b) (6) mentioned that (b) (3) (B), (b) (6) would go out of his way to disrespect and talk down to him for issues that were out of (b) (3) (B), (b) (6) control. He mentioned that he feels like (b) (3) (B), (b) (6) got so angry because his errors were being broadcast to his peers via carbon copies.

(b) (3) (B), (b) (6) believes that there are resources available to provide a working solution moving forward in which (b) (3) (B), (b) (6) and himself do not communicate directly and that he would be satisfied with implementation of these controls.

ENCLOSURE 3122

DEPARTMENT OF THE NAVY

VOLUNTARY STATEMENT

1. PLACE
Via Telephone

2. DATE
31OC2022

Attempted to contact (b) (3) (B), (b) (6) Leading Petty Officer, 2D REG, 2D MARDIV on 30 Oct 2022 and 31 Oct 2022 at the number provided. A message was left via voicemail.

ENCLOSURE (13)

DEPARTMENT OF THE NAVY

VOLUNTARY STATEMENT

1. PLACE
Telephone

2. DATE
31OC2022

Summarized from conversation with (b) (3) (B), (b) (6), Education Service Officer, MCI-East.

(b) (3) (B), (b) (6) expressed that she serves as the Education Service Officer (ESO) for Camp Lejeune and her relation to (b) (3) (B), (b) (6) is that he serves as her Assistant ESO at 2D MARDIV. (b) (3) (B), (b) (6) recalled both sets of emails regarding 1/2 sailors. She remembers them as being "unprofessional". When asked what she remembered as the central causative issue, she mentioned that she remembered there being many errors with the 1/2 BAS submissions including inconsistencies submitting updated awards and evaluations. "A lot of EAWs were returned wrong".

(b) (3) (B), (b) (6) recalled (b) (3) (B), (b) (6) email directly to her in March 2022. She remembers sending (b) (3) (B), (b) (6) an email asking her to reach out to (b) (3) (B), (b) (6) due to his rudeness and unprofessionalism towards (b) (3) (B), (b) (6) confirming statements made by (b) (3) (B), (b) (6). She does not know any resolution from that conversation and that the issue arose again in September 2022.

(b) (3) (B), (b) (6) confirmed the EAW submission process as well as statements by (b) (3) (B), (b) (6) that the ESO sponsors monthly trainings that the BAS staff had not attended.

When asked if she had been witness to any harassment, (b) (3) (B), (b) (6) stated "It does look like workplace harassment" – in regards to (b) (3) (B), (b) (6) emails to (b) (3) (B), (b) (6).

(b) (3) (B), (b) (6) did not have any other instances that she could recall.

ENCLOSURE 3142